



As the human resources specialist at NorthWestern Energy, Marissa Orr is often the first point of contact for new employees.

She helps manage just about everything related to hiring. Marissa posts jobs, schedules interviews and collects new hire paperwork, just to name a few.

It's fun to deliver the good news when she calls job applicants to schedule interviews.

"They're happy to hear from me," Marissa said.

It's also nice to know when putting offer letters together that someone is going to be happy to receive it.

However, Marissa's favorite thing about her job is her co-workers.

"I really like the team I work with," she said.

She also likes the variety she finds in human resources.

"It's different every day," Marissa said.

Marissa joined NorthWestern Energy in 2005 as a receptionist in the Sioux Falls, S.D. office. A year later, she moved into HR where she has been since.

Marissa's Candied Chex Mix recipe came from a friend whose daughter is on the same competitive cheerleading team as Marissa's daughter.

It's easy to make and versatile.

"You can change the candy you add in for different holidays," she said.

Candy corn turns it into a Halloween treat and red and green M&Ms are perfect for Christmas. Marissa has also made it with Reese's Pieces or butterscotch chips.

No matter what you add, the Chex Mix is always a crowd pleaser.

"It's addictive," Marissa said.



Candied Chex Mix

INGREDIENTS

- | | |
|------------------------|---|
| 1 cup brown sugar | 12-ounce box of Crispix or Chex |
| 1 stick butter | 1 bag of pretzel sticks |
| ¼ cup light Karo syrup | Candy (M&M's, peanuts, marshmallows, candy corn, whatever you like) |
| Pinch of salt | |
| 1 teaspoon vanilla | |
| 1 teaspoon baking soda | |

DIRECTIONS

- 1 In a large, microwave-safe bowl, mix the brown sugar, stick of butter, Karo syrup and pinch of salt. Microwave for 2 minutes.
- 2 Mix ingredients, microwave for another 2 minutes.
- 3 Add the vanilla and baking soda and mix. The mixture will foam up.
- 4 Add the cereal and mix thoroughly to coat all cereal. Add desired amount of pretzel sticks and mix.
- 5 Microwave for 1.5 minutes. Mix again and microwave for another 1.5 minutes.
- 6 As mixture cools, be sure to mix frequently until it is fully cooled or you will end up with a rock-hard ball of Crispix and pretzels.
- 7 Once cooled, add any candy you want and enjoy!

CONTACT US

MONTANA
 Customer Contact Center 888-467-2669
 7 a.m. - 6 p.m. M-F
 Emergency 24/7 Service
 Call Before You Dig 811
 Energy Efficiency 800-823-5995

NEBRASKA
 Customer Contact Center 800-245-6977
 7 a.m. - 6 p.m. M-F
 Emergency 24/7 Service
 Call Before You Dig 811

SOUTH DAKOTA
 Customer Contact Center 800-245-6977
 7 a.m. - 6 p.m. M-F
 Emergency 24/7 Service
 Call Before You Dig 811

PAYMENT
 Automated Phone
 Payment Option: 800-218-4959
 (via checking, savings, or money market account)
 SpeedPay Automated
 Phone Payment Option: 877-361-4927
 (via credit card account)

CONSTRUCTION CENTER
 1-83-FOR-BUILD (1-833-672-8453)

NorthWesternEnergy.com

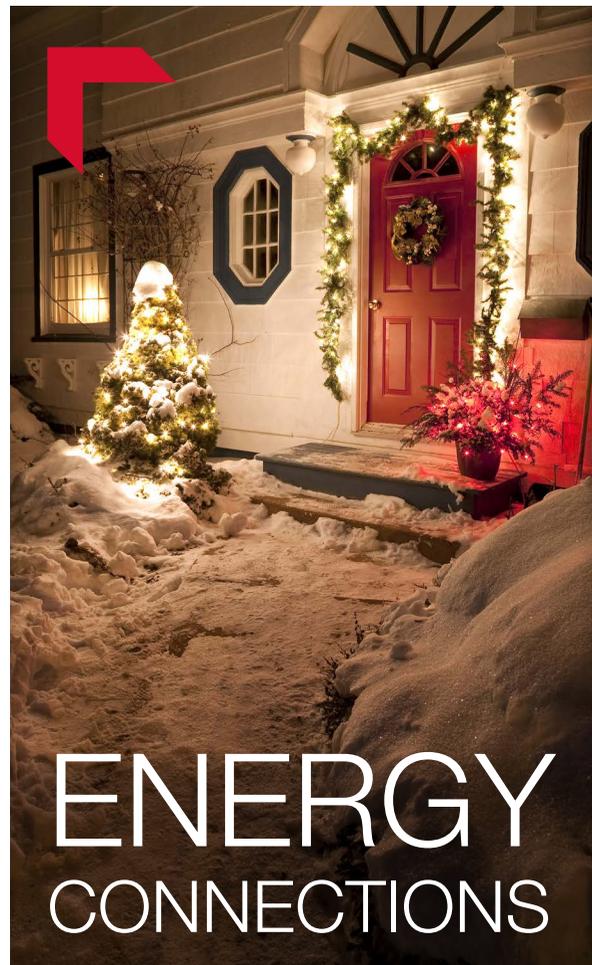


We are proud of the diversity in the communities we serve. To better serve the needs of some of our customers, we translate important customer information into two languages: Spanish and Karen.

Estamos orgullosos de la diversidad en las comunidades que servimos. Para satisfacer mejor las necesidades de algunos de nuestros clientes, traducimos información importante del cliente a dos idiomas: español y karen.

ပညာရေးအဖွဲ့အစည်းများသည် ကျွန်ုပ်တို့၏အဖွဲ့အစည်းများကို ပိုမိုကောင်းမွန်စေရန်အတွက် အားပေးဆောင်ရွက်ပါမည်။
 ကျွန်ုပ်တို့၏အဖွဲ့အစည်းများသည် ကျွန်ုပ်တို့၏အဖွဲ့အစည်းများကို ပိုမိုကောင်းမွန်စေရန်အတွက် အားပေးဆောင်ရွက်ပါမည်။
 ပညာရေးအဖွဲ့အစည်းများသည် ကျွန်ုပ်တို့၏အဖွဲ့အစည်းများကို ပိုမိုကောင်းမွန်စေရန်အတွက် အားပေးဆောင်ရွက်ပါမည်။
 ကျွန်ုပ်တို့၏အဖွဲ့အစည်းများသည် ကျွန်ုပ်တို့၏အဖွဲ့အစည်းများကို ပိုမိုကောင်းမွန်စေရန်အတွက် အားပေးဆောင်ရွက်ပါမည်။

Energy Connections Editor
 11 E Park St, Butte, MT 59701
 news2@northwestern.com



ENERGY CONNECTIONS

LOOK INSIDE FOR INFORMATION ON:

- Top 10 Tips for Energy Efficiency
- Energy Assistance
- Identifying Pipelines
- Carbon Monoxide Safety
- Employee Feature: Marissa Orr
- Candied Chex Mix Recipe



Identifying pipelines

Pipeline markers show the approximate location of pipelines and identify the companies that operate them. These markers identify what type of material is transported, the name of the pipeline operator and the operator's emergency phone number. Pipeline markers are generally yellow, orange and black in color. These above-ground markers serve to generally identify the location of the pipeline to anyone who might be working along the pipeline corridor. Even though pipeline markers mark the general area of an underground pipeline, 811 must still be called before any digging activity occurs within 25 feet of either side of the pipeline.

It is a federal crime for any person to deface, damage, remove or willfully destroy any pipeline sign or right-of-way marker.

What's that smell?

Natural gas is colorless and odorless. That's why we add an odorant to the gas to warn you in the event of a natural gas leak. Not sure what it smells like? You can request a FREE scratch and sniff card at northwesternenergy.com/forms/scratch-n-sniff-card-form or by calling 888-467-2669.

Check your carbon monoxide detector

Carbon monoxide alarms have a limited life - typically five to seven years. If your CO alarm was put into use before 2015, it may need to be replaced.

Top 10 Tips for Energy Efficiency

- Inspect your windows and doors for air leaks. If you see daylight around a door or window frame, then the door or window leaks. Seal up the leaks by caulking, adding weather stripping or installing a door sweep.
- Evaluate your insulation levels to determine if you have enough to keep you warm in the winter and cool in the summer. In the winter, cold floors and walls are a sign of a poorly insulated home.
- Install and program a smart thermostat to better manage heating and cooling costs.
- Install low-flow faucet aerators and showerheads.
- Replace incandescent light bulbs that are used more than three hours a day with energy-efficient LEDs.
- Check your refrigerator and freezer temperatures to make sure the refrigerator is set between 37 and 40 degrees F and your freezer temperature is between 0 and 5 degrees F.
- Wrap your hot water tank and install pipe insulation on the first 10 feet of the hot water pipe.
- Check your hot water heater's temperature to make sure it's safe and efficient — 120 degrees is plenty!
- Check your heating equipment to make sure it is working properly and clean or replace the furnace filters.
- Compare your energy usage on your billing statement from month to month and from year to year to become aware of what impacts your energy use.

Free home energy audits available!

The Efficiency Plus (E+) Audit for the Home provides qualifying customers with great tips to manage energy usage and a customized report.

Not sure if your home qualifies? Please give us a call at 800-823-5995 and we can check.

Additional details available at NorthWesternEnergy.com/Audit

Your home likely qualifies if:

- You heat your home primarily with natural gas or electricity from NorthWestern Energy
- You heat your home's hot water with natural gas or electricity from NorthWestern Energy
- Your home is at least 5 years old
- Your home has not received an E+ Audit in the past.

Energy Assistance

Funds are available to help individuals pay their energy bills.

• Low Income Energy Assistance Program (LIEAP)

The Low Income Energy Assistance Program, or LIEAP, is a federally funded program to help people heat their homes during the winter. dphhs.mt.gov/hcsd/energyassistance.

• NorthWestern Energy Discount

If you qualify for LIEAP, you automatically receive a discount from NorthWestern Energy:

- Electric Service Discount — 25% discount on electric bill from November through April; after May, the discount will be 15%.
- Gas Service Discount — 30% discount on gas bill from November through April.

• Free Weatherization Program

You may also be eligible to have your home weatherized at no cost to you, whether you own your home or rent from a landlord. dphhs.mt.gov/hcsd/energyassistance.

Income requirements:

2019/2020 Income Guidelines	
Household Size	Annual Income
1	\$25,248
2	\$33,017
3	\$40,785
4	\$48,554
5	\$56,323
6	\$64,091
7	\$65,548
8	\$67,005

• Energy Share

If you are facing an energy emergency, you may qualify for one-time assistance from Energy Share of Montana. [energyssharemt.com](http://energysharemt.com).

Gift of Energy

NorthWestern Energy Gift of Energy gift certificates are a great way to help a family member, friend, or colleague who may be struggling to pay their energy bill. For more information, visit northwesternenergy.com/account-services/account-payment-options/help-your-neighbor.

